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Record Type: Record

To: John Morrall@EOP

cc:

Subject: Suggestion for Regulatory Reform

Name:

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Name of Guidance:

Fair Labor Standards Act

Regulating Agency:

Department of Labor

Subagency (if any):

Citation (Code of Federal Regulation):

Exemption Tests

Authority (Statute/Regulation):

FLSA

Description of Problem (Nature of Impact and on Whom):

Statue: Fair Labor Standards Act FLSA enacted in 1938

Purpose: Governs minimum wage, overtime pay, child labor, and equal pay. It defines procedures in which each of the above actions are to be administered.

Issues: One of the major problems with this statue is that an amendment/update should made relative to its exemption test for coverage and non-coverage to reflect todays jobs and workforce. The exemption test covers the following areas: Executive, Administrative, Professional, and Outside sales. For an example, the test does not take into

consideration programmers and other technical personnel, or other similarly situated positions.

I am of the opinion that technology will continue to be the impetus for changes in our workforce. With this in mind, It is imperative that the Department of Labor DOL revisit this statue and make needed changes.

Proposed Solution:

Statue: Fair Labor Standards Act FLSA enacted in 1938

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Estimate of Economic Impacts (Quantified Benefits and Costs if possible / Qualified description as needed):

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